

KFYR, KMOT, KQCD, KUMV, KXND-LD, KNDX-LD
EEO PUBLIC FILE REPORT
December 1, 2017 – November 30, 2018

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
KFYR – Account Executive	1,2,5,11,12,13,14,15,17,19,20,21	5
KMOT – News Anchor/Report	2,6,10,12,15,19,20,21	2
KUMV – News Anchor	2,4,8,10,12,15,16,18,19,20,21	2
KFYR – Anchor/Producer ND Today	1,2,5,11,12,13,14,15,17,19,20,21	2
KMOT – Account Executive	2,4,6,10,12,14,15,19,20,21	6
KUMV – Multi Media Journalist	2,4,8,10,12,15,16,18,19,20,21	2
KMOT - Meteorologist	2,6,10,12,15,19,20,21	2
KFYR - Reporter	1,2,5,11,12,13,14,15,17,19,20,21	2
KMOT – Anchor/Producer/Report	2,6,10,12,15,19,20,21	2
KUMV – Account Executive	2,4,8,10,12,15,16,18,19,20,21	8
KFYR – Broadcast Technician	1,2,5,11,12,13,14,15,17,19,20,21	20
KUMV – Multi Media Journalist	2,4,8,10,12,15,16,18,19,20,21	2
KFYR – Anchor/Producer ND Today	1,2,5,11,12,13,14,15,17,19,20,21	2
KMOT – Account Executive	2,4,6,10,12,14,15,19,20,21	6
KUMV – Account Executive	2,4,8,10,12,15,16,18,19,20,21	8
KFYR – Producer	1,2,5,11,12,13,14,15,17,19,20,21	2
KFYR – Multi Media Journalist	1,2,5,11,12,13,14,15,17,19,20,21	2
KFYR – Morning MMJ / Noon Anchor	1,2,5,11,12,13,14,15,17,19,20,21	2

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Bismarck Tribune/The Finder Classifieds 707 E Front Avenue Bismarck ND 58504 701-258-6900	N	0
2	Broadcast Employment Services TVJobs.com Mark Halloway PO Box 4116 Oceanside CA 92052 800-374-0119	N	34
3	Brown Institute of Broadcasting National Educataion Campus 1440 Northland Drive Mendota Heights MN 55120-1004 Amber Luckie (651-905-3465) Aluckie-parks@Browncollege.edu	N	0
4	Job Service North Dakota Attn JG 1601 E Century Ave Bismarck ND 58503 701-328-5000	N	0
5	KFYR-TV Barry Schumaier 200 North 4th Street Bismarck ND 58501 701-255-5757	N	2
6	KMOT-TV Todd Telin 1800 SW 16th Street Minot ND 58701 701-852-4101	N	4

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	KUMV-TV Todd Telin 602 Main Street Williston ND 58801 701-572-4676	N	6
10	Minot State University Neil Roberts 500 University Avenue West Minot ND 58701 701-858-4318	N	0
11	NAB Career Center 1771 N Street NW Washington DC 20036 202-429-5300	N	0
12	North Dakota Broadcasters Association Beth Helfrich PO Box 3178 Bismarck ND 58502 701-258-1332	N	0
13	United Tribes Technical College Attn: Camilla Martell 3315 University Drive Bismarck ND 58504 cmartell@uttc.edu 701-255-3285	N	0
14	University of Mary Career Services 7500 University Drive Bismarck ND 58504 701-255-7500	N	0
15	University of North Dakota UND Career Services 2891 2nd Ave N PO Box 9014 Grand Forks ND 58201 und.careerconnect@und.edu 701-777-3904	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Williston Daily Herald Classifieds PO Box 1447 Williston ND 58802 classified@willistonherald.com 701-572-2165	N	0
17	MediaLine Attn: Don Matthews 1209 Wood Valley Rd Augusta GA, 30909 800-237-8073 medialine@medialine.com	N	0
18	Williston State College 1410 University Drive Williston ND 58801	N	0
19	People Matter Gray TV Group https://my.peoplematter.com	N	0
20	Internal Promotion/Hire	N	1
21	Indeed.com	N	0
(etc.)			
TOTAL INTERVIEWEES OVER REPORTING PERIOD			47

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship Program	December 21, 2017 through July 2, 2018 KFYR had 1 intern in the Operations Dept as a Production Assistant
2	Continuing Education:	June 25, 2018 KFYR Office Manager, participated in the HR Webinar Training, hosted by Gray Television – HR Employee Relations Manager.
3	Scholarship Program	April 2018 KFYR held a Best of the Class program for area seniors that had a GPA of 3.5 or higher. The GM and GSM then chose a \$500 scholarship winner from all the participants.
4	Job Fair	March 2018 KFYR News Reporter attended a Communications Job Fair at the local college
5	Tours	November 8, 2018 Production Dept from a local college toured the station and observed what is involved in producing a newscast